





## What is the Rhode Island Apprenticeship Program?

### Formal Registered Apprenticeship is not Job Placement!

Apprenticeship is a combination of on-the-job training and related classroom instruction in which workers learn the practical and theoretical aspects of a highly skilled occupation. Apprenticeship programs are sponsored by joint employer and labor groups, individual employers and/or employer associations. Placement into this structured system is through a Sponsor. A **Sponsor** may be

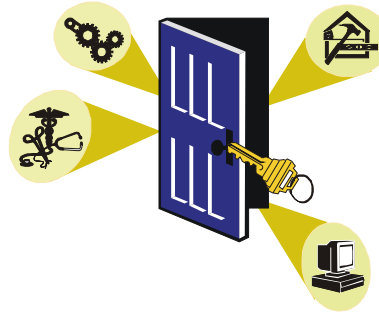
-  A Company,
-  A Group of Companies,
-  A Public Agency,
-  A Union.

Often employers and unions form joint apprenticeship committees which determine industry needs for particular skills, and the kind of training required, and set the standards for acceptance into the program.

The **purpose** of this program is to stimulate and assist industry in developing and improving apprenticeship and other training programs designed to provide skilled workers needed to compete in a global economy.

The Bureau of Apprenticeship & Training (BAT) registers apprenticeship programs and apprentices in 23 States and assists and oversees State Apprenticeship Councils (SAC's) which perform these functions in 27 States, the District of Columbia, Puerto Rico and the Virgin Islands. Rhode Island is a SAC state. Government's role is to, first safeguard the welfare of apprentices, second, ensure the quality and equality of access of apprenticeship programs and third, provide integrated employment and training (E&T) information to sponsors and the local E&T community.

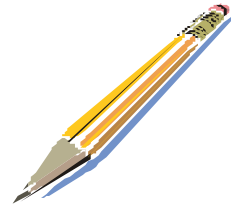
**You've got questions?  
We've got answers!!!**



## Interested in Learning More about Rhode Island Registered Apprenticeship?



Just call or write to the  
R.I. Department of Labor & Training's  
**Division of Professional Regulation,**  
P.O. Box 20247, Cranston, RI 02920,  
**Buddy Ekno,** Supervisor of Apprenticeship  
Training Programs, (401) 462-8536

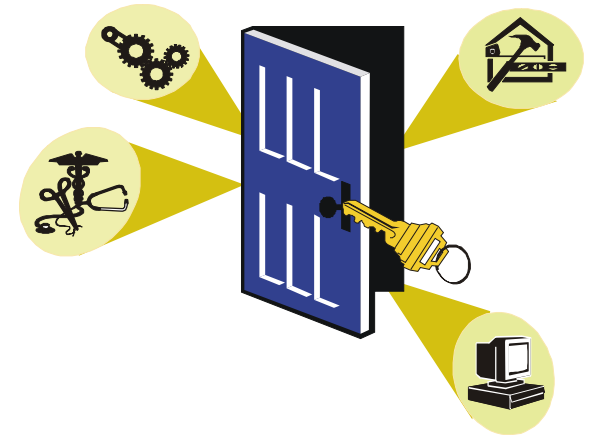


**Authorization:** The National Apprenticeship Act of 1937 (Fitzgerald Act), as amended PL 75-308, 50 Stat. 664, 57 Stat. 518, 29 U.S.C. 50, 50a and 50b.

## Division of Professional Regulation



The Key to Unlocking your Work Potential



and Opening the Door of Opportunity

Rhode Island Department of Labor & Training  
**Division of Professional Regulation**

P.O. Box 20247  
Cranston, RI 02920  
(401) 462-8536  
<http://www.dlt.ri.gov>

## Who is eligible for Apprenticeship Programs?

✚ **Employer applicants** include employers or an association of employers with or without the participation of labor unions.

✚ **Individual applicants** for apprenticeship programs must be at least 16 years old and meet the program sponsor's qualifications. Generally, applicants must satisfy the sponsor that they have the ability, aptitude and education to master the rudiments of the occupation and complete the related required program.

Department of Regulation, Licencing Board makes it mandatory that apprentices that fall under their regulation, must be in the Formal/Registered Apprenticeship System as well as being registered by the individual board.

## How is an Apprenticeship Program established?

✚ Prospective employers work with Bureau of Apprenticeship & Training (BAT) or State Apprenticeship Councils (SAC) field representatives to develop a set of apprenticeship training standards which include the on-the-job training outline, related classroom instruction curriculum and the apprenticeship program operating procedures. The program will be registered if it meets Federal Requirements.

## How can you apply?

✚ Visit, write or call the local netWORKri Office, the nearest BAT or SAC office (located in the Blue Pages of your telephone book), or employer or union engaged in the trade you want to enter.

## What Occupations can be Apprenticed?

Federal and state agencies now recognize more than 800 Apprenticeable occupations listed in the Directory of Occupational Titles. The list is growing at a phenomenal rate.

Occupations include:

- |                             |                           |
|-----------------------------|---------------------------|
| ✚ Aircraft Technicians      | ✚ Glaziers                |
| ✚ Asbestos Workers          | ✚ Industrial Electricians |
| ✚ Automotive Technicians    | ✚ Locksmiths              |
| ✚ Butchers                  | ✚ Meteorologists          |
| ✚ Cable Installer-Repairers | ✚ Opticians               |
| ✚ Camera Operators          | ✚ Paramedics              |
| ✚ Commercial Designers      | ✚ Pharmacy Assistants     |
| ✚ Computer Programmers      | ✚ Plumbers                |
| ✚ Decorators                | ✚ Roofers                 |
| ✚ Electricians              | ✚ Sheet Metal Workers     |
| ✚ Engineering Designers     | ✚ Tool & Die Makers       |
| ✚ Furniture Designers       | ✚ Veterinary Assistants   |

**And so many more!!!**

## Equal Employment Opportunity -

All programs that have 5 or more apprentices sponsored must have a written affirmative action plan and selection procedure consisting of activities to equalize opportunity in apprenticeship so as to permit full use of the work potential of minorities and women. It involves special efforts to identify, recruit, motivate and train potential apprentices from these groups, along with goals and timetables for increasing their participation.

**Lists of Sponsors of over 5 accounts  
available upon request.**

## What are Registered School-to-Apprenticeship Programs?

Registered School-to-Apprenticeship assists youth in the 11<sup>th</sup> and 12<sup>th</sup> grades who plan to enter the workforce directly after high school. The apprentice and the sponsor sign an apprenticeship agreement. The apprentice agrees to perform the work and complete the related study, and the sponsor agrees to make every effort to keep the apprentice employed and to comply with standards established for the program.

If this agreement meets all the standards of registered apprenticeship, it is then registered with the State Apprenticeship Council/Agency. The registered school-to-apprenticeship program is designed to provide the flexibility the high school apprentice needs to continue with the school-based related instruction component and the part-time structured on-the-job training component. After graduating from high school, the apprentice is employed full-time and continues with the occupational on-the-job training and related instruction.

Apprenticeships can last from one to five years (occupation-dependent). During this time, apprentices work and learn under the direction of experienced journey workers. Over time, apprentices are provided the diversity and complexity of training that leads to becoming highly skilled in their chosen occupations.

As they gain skill, they are compensated through an increase in wages. After successful completion of all hours, on-the-job training and classroom related training, apprentices receive a "Certificate of Completion" issued by the State Apprenticeship Council.

